

LOWELL SCHOOL COMMITTEE
Henry J. Mroz Administration Office
155 Merrimack Street
Lowell, Massachusetts 01852

Sokhary Chau
Mayor and Chairperson

Jackie Doherty
Vice-Chairperson

Susie Chhoun
Eileen Delrossi
Dominik Lay
Connie A. Martin
Stacey Thompson

Human Resources & Labor Relations
Subcommittee Meeting

Wednesday, January 26, 2023 &
January 30, 2023

Zoom – Virtual Meeting
7:00 p.m.

Monday, January 30, 2023
City Hall - Mayor's Reception Room
7:00 p.m.

Tel: (978) 674-4324
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Subcommittee Members Present:	Chairperson Martin, Ms. Delrossi and Mr. Lay
School Committee Members Present:	Mayor Chau, Ms. Doherty and Ms. Thompson
City Hall Personnel Present:	Attorney McKenna, Law Department
School Department Personnel Present:	Dr. Boyd, Superintendent of Schools Dr. Hall, Chief Operating Officer

This meeting is being held remotely in accordance with the Governor of Massachusetts' March 12, 2020 order suspending certain provisions of the Open Meeting Law G.L. 30A, Section 20.

Chairperson Martin called the meeting to order at 7:06 p.m. The following agenda items were discussed:

1. Further Discussion Regarding Superintendent's SY2022-2023 Strategic Goals, Actions and Deliverables
2. Update from the City Law Department on Bid Process for Acquiring Outside Counsel to conduct the previously approved Internal Complaints Investigation

Ms. Martin thanked Superintendent Boyd for the revisions and opened the floor for questions.

Ms. Doherty discussed Goal 1 and stated that she appreciated the Superintendent adding the 9th graders and stated she had a few questions. She asked how many 9th graders are currently failing one (1) or two (2) classes.

Superintendent Boyd stated that he didn't have that data, but will provide that information to the Committee.

Ms. Doherty stated that she would like to see the 9th grade students and not repeaters.

Superintendent Boyd stated they're coded as 9th grade students.

Ms. Doherty asked how he plans to accomplish this.

Superintendent Boyd stated that it's a very ambitious goal and it would be a big achievement if we met our goal. This is considered a stretch goal.

Ms. Doherty asked if student recovery programs will be available.

Superintendent Boyd stated that he doesn't have strategy information to share, but stated that credit recovery is for students that didn't pass and trying to recover.

Ms. Doherty asked about Goal #2 – and made a request to add data to compare pre-pandemic staffing to what movement we made now showing growth as well as the percentage of diversity hiring, retention data and number of staff participating in the affinity and diversifying teachers program.

Superintendent Boyd cautioned the Committee that the timeline doesn't really work with these added additions seeing its mid-year and we won't be voting until December.

Ms. Doherty stated that she is not looking for new targets just the data around it with more specific numbers. She asked about Goal – 3 and is looking for metrics that relate to that and is looking specifically for mental health and wellness – data driven metrics. She stated examples would be reducing chronic absenteeism or making progress around bullying and discrimination. She stated that she thinks this would be a value to all.

Superintendent Boyd stated that the first time we discussed these it was October and this is January, but I will continue to take guidance and continue the work.

Ms. Martin stated I believe Ms. Doherty is looking for specific information that the district has and it will not be added to the evaluation, but the Committee should be getting this information.

Ms. Doherty asked about Goal 4 and how we are going to measure the Family Leadership Institute and would like the number of students and parents.

Ms. Martin stated that she believes that information is information that the Committee expects to receive, but not part of this evaluation.

Superintendent Boyd stated that's reasonable and will take the guidance and present this as a report of progress.

Mr. Lay made a motion to forward the Superintendent's Goals to the next School Committee meeting for approval; seconded by Ms. Delrossi. 3 yeas APPROVED

Ms. Martin then asked Attorney McKenna, from the Law Department to update the Committee regarding outside counsel.

Attorney McKenna stated that he has been out of the office for two (2) weeks due to illness and has not been able to advance that information. He stated that the City Solicitor wasn't able to come to the meeting tonight. He stated that three (3) out of the four (4) Attorneys were interviewed. He stated the one (1) of the Attorney's interviewed, Attorney King who worked on former Superintendent Khelfaoui's case and is presently doing work for the City, is unable to do it, but passed along names of two (2) other Attorneys. He stated that the Committee needs a scope of services and what the scope of the investigation needs to be and any underlying complaints that were filed. He stated that he didn't have any information from the former Solicitor. He stated that he'll update the new City Solicitor and the Committee can put them on for another meeting for an update

Ms. Martin stated that she recommends that we plan to reconvene the subcommittee meeting on Monday, January 30th, to receive the candidates and then the Committee can carve out the scope. She stated that it would be very helpful if the City Solicitor could join the meeting and to have that final interview completed as well as provide an update to the Committee.

Ms. Doherty stated that we've lost a month waiting for the Law Department and ultimately it's the Committee's authority. She stated ultimately we should just get the proposals and have firms reach out to the Committee. She stated that she reached out to MASC and they have Attorneys they can refer or we can just put out a Request for Proposals (RFP). She stated that she's very frustrated because of the delay and believes the Committee can move on their own.

Ms. Martin stated that we need to work on a scope of services and she's happy to work on it, but they need to be able to lay out what documentation will be used. She stated that she does share Ms. Doherty's frustration.

Attorney McKenna stated that whatever the Law Department can do to advance this they will. He stated that he will contact the remaining Attorney to be interviewed tomorrow. He stated that the Law Department is a very busy office and they're not just a labor Attorney and they try and give all cases their utmost attention. He stated that they have been very short handed. He stated that information left was very vague and they're here to help and are not trying to intentionally delay and understands their frustration. He stated again that the scope of services is very important and he will speak with the City Solicitor and update her.

Ms. Martin asked Attorney McKenna if he can send a scope of services to the Committee.

Attorney McKenna stated yes and he will send it to Ms. Palazzo in the Superintendent's office.

Ms. Martin stated we can have a short session on Monday to get the candidates and look at the template and determine how we want to create that. She stated Ms. Palazzo can send to the Subcommittee and the whole Committee.

Ms. Delrossi made a motion to recess at 7:39 p.m.; seconded by Mr. Lay. 3 yeas APPROVED

The subcommittee returned from recess on January 30, 2023 at 7:34 p.m. Chairperson Martin, Ms. Delrossi and Mr. Lay were in attendance. Dr. Hall was also in attendance. Superintendent Boyd was not present.

Ms. Martin opened the meeting and stated that the subcommittee is reconvening to receive an update from the Law Department.

Attorney McKenna stated that the School Committee requested outside counsel and that Attorney King, from Nolan & King, LLC may not have time because she's presently working on a project. He stated that Attorney McGarrah, from Foley Hoag LLP still needs to be interviewed. Attorney Kaplan, from Davis, Malm & D'Agostine, PC maybe too experienced and very expensive. Attorney King also recommended Attorney Mitropoulos, from Hirsch, Roberts, Weinsten LLPH. He stated that you need to do a scope of services if you're seeking to hire outside counsel. He stated that he didn't get a chance to talk with the current Solicitor and he is available to answer questions.

Ms. Martin asked Attorney McKenna about the resume that Ms. Doherty forwarded to him.

Attorney McKenna stated yes and that person could also be considered.

Ms. Martin asked if the Attorney McGarrah from Foley Hoag LLP has been contacted yet.

Attorney McKenna stated no.

Ms. Martin stated that she suggests scheduling another meeting and the subcommittee needs to have information from each perspective investigators with their hourly rate.

Attorney McKenna stated that you need a scope of services.

Ms. Martin stated that we also need that in addition.

Attorney McKenna stated that he can get the rates and the subcommittee can define the scope.

Ms. Doherty asked if they could receive the five (5) Attorneys names.

Attorney McKenna stated yes.

Ms. Doherty asked if they can receive the information.

Ms. Martin stated that when they get the list of perspective Attorneys and if the scope could be sent to us.

Attorney McKenna stated that he will forward to the School Committee tomorrow.

Ms. Martin stated that we need to receive it tomorrow so we can have a zoom meeting on Monday.

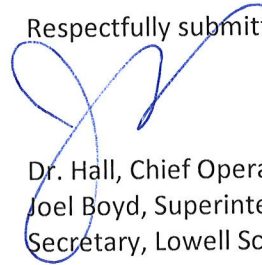
Ms. Doherty stated that they need the names of the five (5) Attorneys and the language for the scope of services tomorrow and then she stated that the Law Department doesn't need to be there.

Ms. Martin stated that they will do a Special Meeting with what firm they want to use.

Ms. Delrossi made a motion to have the Superintendent's Office poll for a Special Meeting to be held on Zoom on Monday February 6, 2023; seconded by Mr. Lay. 3 yeas APPROVED

Ms. Delrossi made a motion to recess at 7:39 p.m.; seconded by Mr. Lay. 3 yeas APPROVED

Respectfully submitted,



Dr. Hall, Chief Operations Officer for Dr.
Joel Boyd, Superintendent and
Secretary, Lowell School Committee

JPH/mes